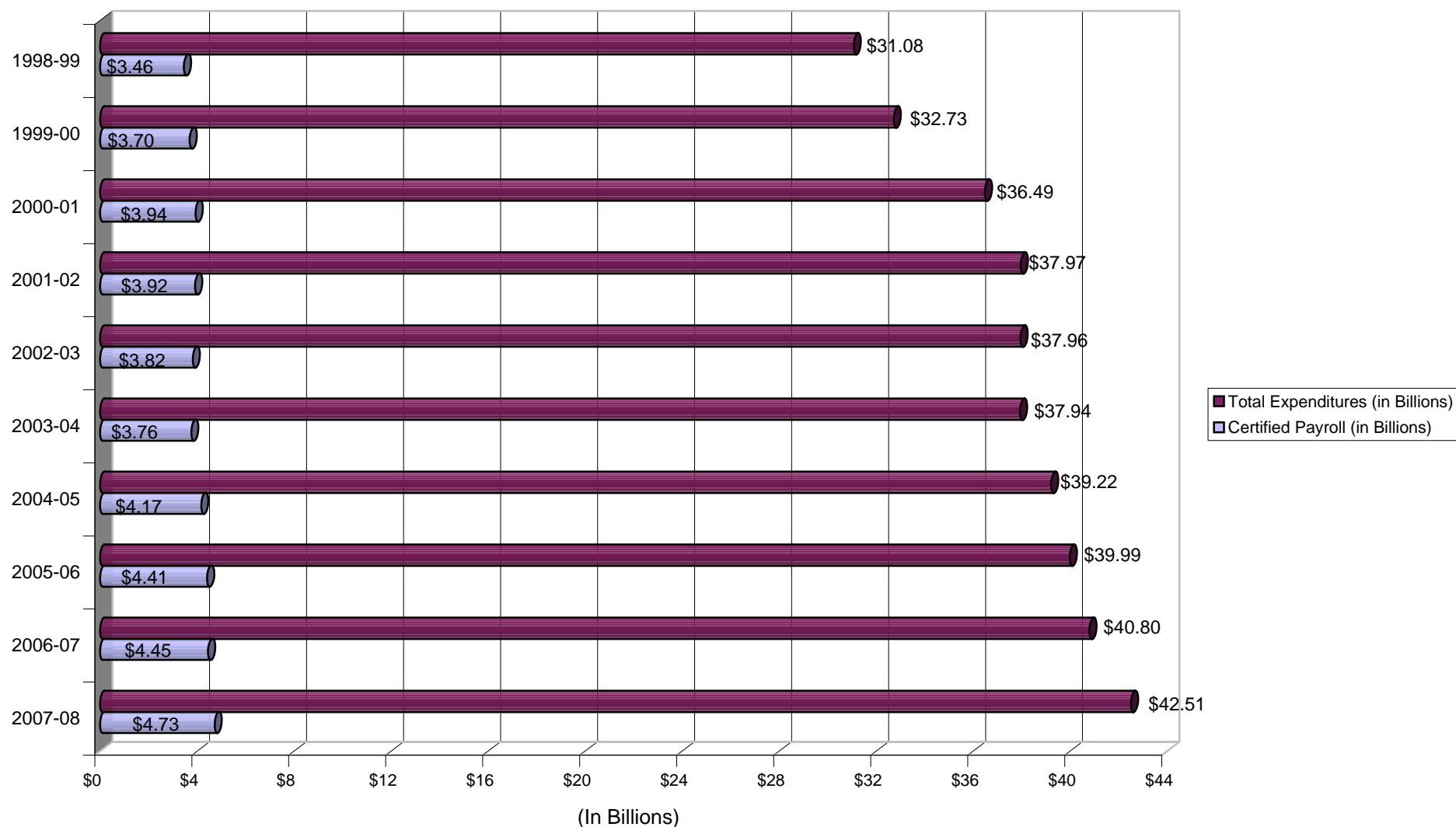


SECTION TWO

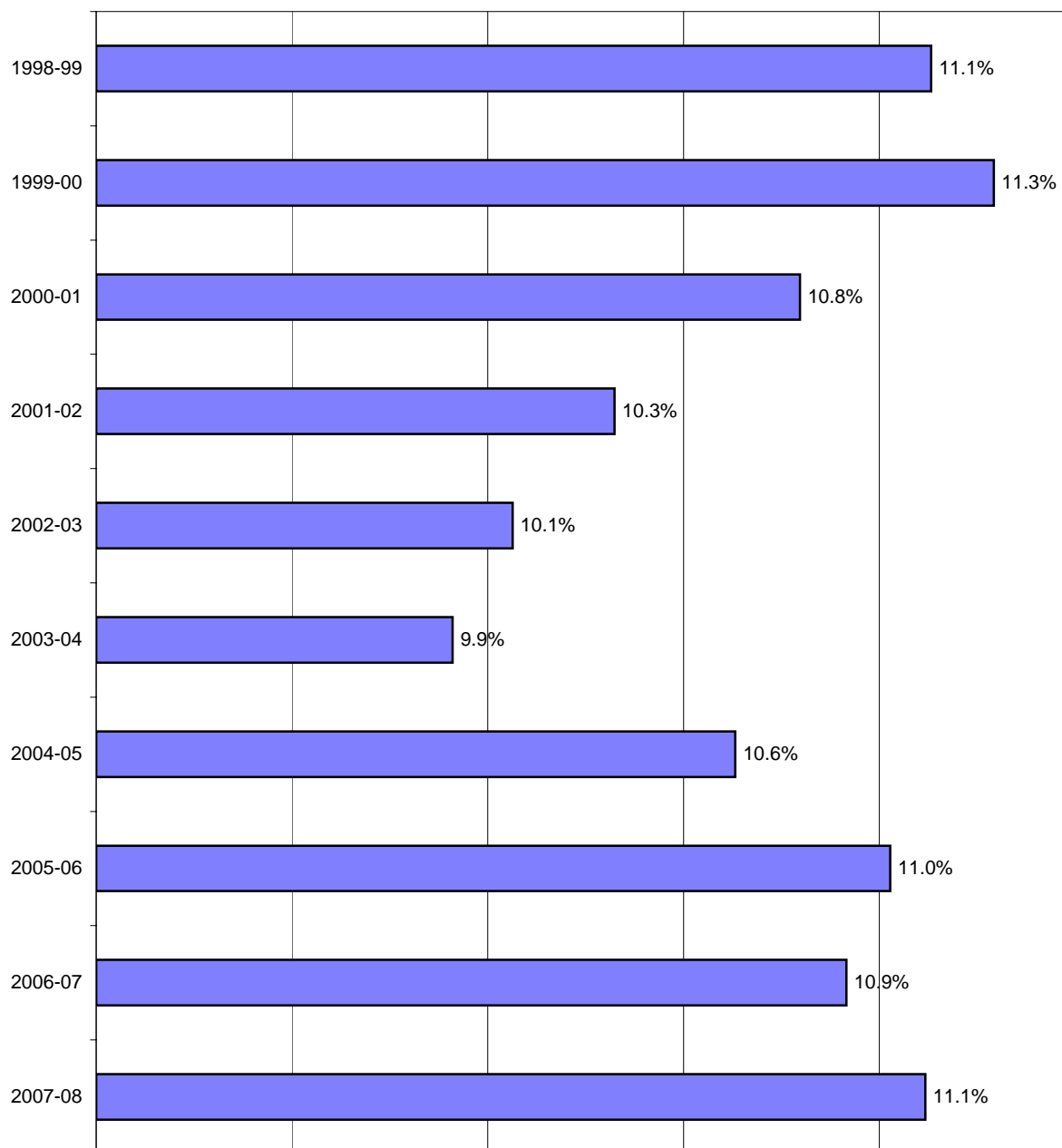
CHARACTERISTICS OF CLASSIFIED EMPLOYEES

Trend of Total State Expenditures Compared to Total State Classified Payroll Fiscal Years 1998-99 through 2007-08



Source: Total State Expenditure data is from the Schedule of Expenditures by Function, from the Comprehensive Annual Financial Report (CAFR) issued by the Department of Management and Budget, Office of Financial Management. Classified Payroll figures are from the Certified Aggregate Payroll Report, Financial Services Program, Department of Civil Service. Classified Payroll figures include all direct and indirect payroll items.

**STATE CLASSIFIED PAYROLL
AS A PERCENT OF TOTAL STATE EXPENDITURES
Fiscal Years 1998-99 through 2007-08**



Source: Total State Expenditure data is from the Schedule of Expenditures by Function, from the Comprehensive Annual Financial Report (CAFR) issued by the Department of Management and Budget, Office of Financial Management. Classified Payroll figures are from the Certified Aggregate Payroll Report, Financial Services Program, Department of Civil Service.

AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY DEPARTMENT

Pay Period Ending: September 20, 2008

DEPARTMENT	Number of Employees	Percent of Classified Employees	Average Age	Average Pay Rate	Count of Employees Eligible for Longevity	Percent of Department Eligible for Longevity
AGRICULTURE	550	1.0 %	46.8	\$27.45	398	72.4 %
ATTORNEY GENERAL	500	0.9 %	47.5	\$36.72	327	65.4 %
AUDITOR GENERAL	142	0.3 %	40.9	\$35.59	117	82.4 %
CIVIL RIGHTS	122	0.2 %	46.8	\$28.98	93	76.2 %
CIVIL SERVICE COMMISSION	540	1.0 %	47.9	\$28.85	453	83.9 %
COMMUNITY HEALTH	4,118	7.7 %	48.7	\$27.04	3,002	72.9 %
CORRECTIONS	16,179	30.2 %	44.7	\$24.59	13,380	82.7 %
EDUCATION	406	0.8 %	49.2	\$29.47	235	57.9 %
ENVIRONMENTAL QUALITY	1,363	2.5 %	47.4	\$30.08	1,112	81.6 %
EXECUTIVE OFFICE	47	0.1 %	36.7	\$25.43	9	19.1 %
HISTORY ARTS AND LIBRARIES	257	0.5 %	44.7	\$23.11	159	61.9 %
HUMAN SERVICES	9,847	18.4 %	47.2	\$24.52	7,588	77.1 %
INFORMATION TECHNOLOGY	1,735	3.2 %	47.0	\$31.24	1,341	77.3 %
LABOR & ECONOMIC GROWTH	3,887	7.2 %	47.8	\$27.41	2,658	68.4 %
MANAGEMENT & BUDGET	982	1.8 %	47.3	\$27.17	769	78.3 %
MILITARY AFFAIRS	963	1.8 %	46.8	\$22.76	672	69.8 %
NATURAL RESOURCES	2,791	5.2 %	42.1	\$18.63	1,260	45.1 %
STATE	1,639	3.1 %	47.1	\$22.72	1,264	77.1 %
STATE POLICE	2,675	5.0 %	42.6	\$29.08	2,315	86.5 %
STRATEGIC FUND	240	0.4 %	48.6	\$24.95	149	62.1 %
TRANSPORTATION	3,149	5.9 %	43.9	\$26.19	2,180	69.2 %
TREASURY	1,521	2.8 %	46.5	\$27.38	1,033	67.9 %
STATEWIDE TOTALS:	53,653	100.0 %	45.9	\$25.62	40,514	75.5 %

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career, or on workers compensation in primary positions only.

The totals provided in this report reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007.

Table 2-2

EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE
Fiscal Years 2003-04 through 2007-08

<u>Salary Range</u>	<u>2003-04</u>	<u>2004-05</u>	<u>2005-06</u>	<u>2006-07</u>	<u>2007-08</u>
12,000 - 12,999	0	3	0	0	0
13,000 - 13,999	0	1	4	0	0
14,000 - 14,999	43	20	28	26	0
15,000 - 15,999	509	377	416	390	532
16,000 - 16,999	23	24	17	15	23
17,000 - 17,999	332	210	196	189	216
18,000 - 18,999	380	398	411	404	416
19,000 - 19,999	6	6	10	15	32
20,000 - 20,999	171	173	96	85	104
21,000 - 21,999	10	51	70	29	32
22,000 - 22,999	298	8	7	8	106
23,000 - 23,999	66	337	27	32	13
24,000 - 24,999	97	67	337	5	6
25,000 - 25,999	41	106	109	261	36
26,000 - 26,999	290	34	56	88	286
27,000 - 27,999	329	299	258	36	104
28,000 - 28,999	358	156	171	148	35
29,000 - 29,999	326	286	194	119	241
30,000 - 30,999	581	446	519	152	174
31,000 - 31,999	329	371	377	533	629
32,000 - 32,999	674	359	337	219	347
33,000 - 33,999	727	643	371	452	196
34,000 - 34,999	1,406	568	611	245	413
35,000 - 35,999	2,962	639	451	402	377
36,000 - 36,999	1,260	1,392	712	737	263
37,000 - 37,999	3,432	2,345	1,333	719	871
38,000 - 38,999	1,169	866	2,292	590	444
39,000 - 39,999	1,558	3,388	1,247	2,761	780
40,000 - 40,999	1,477	849	2,691	692	1,540
41,000 - 41,999	2,703	2,212	385	2,759	2,239
42,000 - 42,999	5,509	1,985	1,903	626	541
43,000 - 43,999	334	1,903	2,300	488	2,763
44,000 - 44,999	6,569	5,399	6,443	1,905	521
45,000 - 45,999	851	664	684	2,171	962
46,000 - 46,999	632	6,571	586	6,116	1,451
47,000 - 47,999	1,894	826	6,873	439	1,848
48,000 - 48,999	246	587	1,177	735	5,831
49,000 - 49,999	1,241	1,840	286	6,574	438

EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE (Continued)

<u>Salary Range</u>	<u>2003-04</u>	<u>2004-05</u>	<u>2005-06</u>	<u>2006-07</u>	<u>2007-08</u>
\$50,000 - 50,999	1,232	237	1,790	1,045	691
51,000 - 51,999	1,308	1,209	237	395	6,375
52,000 - 52,999	831	1,171	914	1,862	710
53,000 - 53,999	1,410	1,287	1,100	239	641
54,000 - 54,999	1,688	776	1,364	536	405
55,000 - 55,999	424	1,516	1,822	1,393	1,494
56,000 - 56,999	384	1,779	561	1,177	486
57,000 - 57,999	1,202	479	98	373	433
58,000 - 58,999	227	442	2,307	2,005	1,164
59,000 - 59,999	924	1,172	568	377	1,520
60,000 - 60,999	1,050	228	1,031	2,173	1,166
61,000 - 61,999	592	104	265	525	1,060
62,000 - 62,999	471	1,905	219	218	2,036
63,000 - 63,999	89	534	2,392	1,191	310
64,000 - 64,999	142	133	233	164	604
65,000 - 65,999	925	494	116	1,044	971
66,000 - 66,999	350	137	485	1,145	428
67,000 - 67,999	216	126	126	247	199
68,000 - 68,999	159	791	153	310	1,028
69,000 - 69,999	169	377	840	648	1,177
70,000 - 70,999	207	222	251	133	200
71,000 - 71,999	81	289	341	146	653
72,000 - 72,999	71	98	239	765	275
73,000 - 73,999	404	230	197	357	150
74,000 - 74,999	118	52	63	219	111
75,000 - 75,999	115	77	202	252	774
76,000 - 76,999	108	430	92	173	328
77,000 - 77,999	43	104	399	61	226
78,000 - 78,999	89	130	36	186	273
79,000 - 79,999	43	104	194	100	143
80,000 - 80,999	36	49	68	398	96
81,000 - 81,999	62	33	76	32	197
82,000 - 82,999	72	87	41	179	29
83,000 - 83,999	84	30	76	83	461
84,000 - 84,999	31	62	31	63	32
85,000 - 85,999	46	80	40	38	86
86,000 - 86,999	32	128	46	35	141
87,000 - 87,999	51	24	128	86	52
88,000 - 88,999	50	34	174	35	71
89,000 - 89,999	122	21	21	46	36
90,000 - 90,999	41	44	23	118	84
91,000 - 91,999	16	42	16	174	36
92,000 - 92,999	29	60	33	22	42
93,000 - 93,999	77	124	34	18	44

EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE (Continued)

<u>Salary Range</u>	<u>2003-04</u>	<u>2004-05</u>	<u>2005-06</u>	<u>2006-07</u>	<u>2007-08</u>
\$94,000 - 94,999	24	29	80	21	112
95,000 - 95,999	166	22	110	23	156
96,000 - 96,999	13	85	29	39	25
97,000 - 97,999	13	26	20	71	25
98,000 - 98,999	16	23	92	115	21
99,000 - 99,999	7	181	23	21	16
100,000 - 100,999	17	14	24	21	52
101,000 - 101,999	15	19	214	15	66
102,000 - 102,999	68	10	17	96	121
103,000 - 103,999	6	8	7	25	23
104,000 - 104,999	6	13	15	24	22
105,000 - 105,999	10	9	11	202	16
106,000 - 106,999	22	89	5	15	85
107,000 - 107,999	4	4	14	5	27
108,000 - 108,999	10	5	105	17	19
109,000 - 109,999	5	9	3	9	201
110,000 - 110,999	20	23	1	7	12
111,000 - 111,999	1	6	0	8	8
112,000 - 112,999	3	16	22	51	20
113,000 - 113,999	20	0	3	54	11
114,000 - 114,999	0	7	33	2	5
115,000 - 115,999	0	24	2	2	10
116,000 - 116,999	7	1	6	3	7
117,000 - 117,999	3	24	20	20	90
118,000 - 118,999	2	0	1	7	1
119,000 - 119,999	5	0	4	29	2
120,000 - 120,999	1	7	27	5	2
121,000 - 121,999	0	1	0	4	0
122,000 - 122,999	0	2	0	20	18
123,000 - 123,999	0	8	7	2	7
124,000 - 124,999	0	0	0	1	28
125,000 - 125,999	5	1	3	26	7
126,000 and above	130	135	135	141	192
STATEWIDE TOTAL	55,253	54,661	54,460	53,052	53,655

Median Salary: \$51,240

Average Salary: \$53,503

Source: HWF39A and HWF40.

Not: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

CLASSIFIED EMPLOYEE BENEFITS AS A PERCENTAGE OF BASE PAYROLL
(Employer Contributions)
Fiscal Years 2003-04 through 2007-08

	2003-04	2004-05	2005-06	2006-07	2007-08
Legally Required Payments					
FICA	7.37 %	7.33 %	7.36 %	7.38 %	7.35 %
Unemployment Compensation	.30	.27	.23	.18	.15
Workers Compensation	1.64	1.49	1.40	1.26	1.28
Total Legally Required Payments	9.31 %	9.10 %	9.00 %	8.83 %	8.78 %
Group Insurance					
State Health Plan	9.77 %	8.97 %	10.61 %	11.01 %	11.11 %
Health Maintenance Organization	6.35	5.93	6.63	7.15	7.35
Dental	1.84	1.59	1.58	1.66	1.83
Vision	.30	.26	.27	.26	.25
Life	1.10	1.00	1.00	1.00	.99
Long Term Disability	1.00	.91	.80	.80	.80
Flexible Benefits Allowance/Recovery	.11	.08	.07	.07	.06
Total Group Insurance	20.48 %	18.73 %	20.97 %	21.94 %	22.39 %
Other Cash Payments					
Terminal Annual & Sick Leave	1.07 %	1.10 %	1.04 %	1.23 %	.88 %
Terminal Longevity Payments	.01	.01	.01	.02	.02
Professional Development	.00	.00	.01	.01	.01
Uniforms and Dry Cleaning	.15	.15	.25	.25	.23
Total Other Cash Payments	1.23 %	1.27 %	1.31 %	1.50 %	1.14 %
Pension and Deferred Items					
Retirement or Pension Plans	19.10 %	22.51 %	23.25 %	18.62 %	23.39 %
FICA for Early Out Retirees	.01	.00	.00	.00	.00
Defined Contribution Pension Plan	1.56	2.11	2.20	2.19	2.46
Banked Leave Time Employer Contribution	.04	.10	.00	.00	.00
Total Pension and Deferred Items	20.71	24.72	25.44	20.81	25.85
Total Employee Benefits	51.74 %	53.82 %	56.72 %	53.07 %	58.15 %

Note: Base payroll consists of all salary and wages, overtime, compensatory time, deferred hours, annual leave, and sick leave paid during the fiscal year.

Source: MAIN DAFR 6940 191OFB YER#7 (11/21/08)

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT
PAY PERIOD ENDING 09/20/2008

Department	Total Employees	Health Insurance						Dental Insurance						Vision Insurance	
		State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	State Sponsored Dental	%	Dental Maintenance	%	Preventative Dental	%	State Sponsored Vision	%
AGRICULTURE	497	255	51 %	213	43 %	4	1 %	463	93 %	11	2 %	2	0 %	476	96 %
ATTORNEY GENERAL	500	235	47 %	219	44 %	3	1 %	459	92 %	10	2 %	3	1 %	474	95 %
AUDITOR GENERAL	138	35	25 %	83	60 %	4	3 %	121	88 %	3	2 %	0	0 %	126	91 %
CIVIL RIGHTS	121	76	63 %	41	34 %	2	2 %	117	97 %	3	2 %	0	0 %	120	99 %
CIVIL SERVICE COMMISSION	179	74	41 %	90	50 %	2	1 %	165	92 %	5	3 %	0	0 %	169	94 %
COMMUNITY HEALTH	4,064	2,364	58 %	1,414	35 %	43	1 %	3,726	92 %	104	3 %	10	0 %	3,855	95 %
CORRECTIONS	16,269	9,991	61 %	5,253	32 %	81	0 %	15,072	93 %	330	2 %	38	0 %	15,445	95 %
EDUCATION	404	195	48 %	162	40 %	5	1 %	357	88 %	6	1 %	6	1 %	371	92 %
ENVIRONMENTAL QUALITY	1,345	588	44 %	672	50 %	17	1 %	1,256	93 %	25	2 %	2	0 %	1,286	96 %
EXECUTIVE OFFICE	44	20	45 %	16	36 %	0	0 %	37	84 %	2	5 %	0	0 %	40	91 %
HISTORY ARTS AND LIBRARIES	199	92	46 %	90	45 %	2	1 %	183	92 %	3	2 %	0	0 %	186	93 %
HUMAN SERVICES	9,890	5,475	55 %	3,781	38 %	74	1 %	9,047	91 %	331	3 %	34	0 %	9,420	95 %
INFORMATION TECHNOLOGY	1,668	615	37 %	921	55 %	20	1 %	1,497	90 %	62	4 %	4	0 %	1,566	94 %
LABOR & ECONOMIC GROWTH	3,802	1,812	48 %	1,729	45 %	48	1 %	3,444	91 %	161	4 %	12	0 %	3,633	96 %
MANAGEMENT & BUDGET	962	287	30 %	605	63 %	11	1 %	884	92 %	17	2 %	1	0 %	903	94 %
MILITARY AFFAIRS	924	402	44 %	468	51 %	11	1 %	883	96 %	3	0 %	2	0 %	890	96 %
NATURAL RESOURCES	1,667	1,150	69 %	390	23 %	22	1 %	1,543	93 %	10	1 %	10	1 %	1,572	94 %
STATE	1,489	732	49 %	669	45 %	19	1 %	1,385	93 %	38	3 %	7	0 %	1,434	96 %
STATE POLICE	2,685	2,032	76 %	530	20 %	16	1 %	2,575	96 %	17	1 %	3	0 %	2,598	97 %
STRATEGIC FUND	180	85	47 %	80	44 %	4	2 %	162	90 %	5	3 %	2	1 %	170	94 %
TRANSPORTATION	2,920	1,605	55 %	1,140	39 %	31	1 %	2,754	94 %	32	1 %	6	0 %	2,798	96 %
TREASURY	1,517	582	38 %	820	54 %	22	1 %	1,377	91 %	54	4 %	6	0 %	1,441	95 %
STATEWIDE TOTALS:	51,464	28,702	56 %	19,386	38 %	441	1 %	47,507	92 %	1,232	2 %	148	0 %	48,973	95 %

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or on workers compensation in primary positions only.

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT
PAY PERIOD ENDING 09/20/2008

Department	Total Employees	Disability Insurance				Life Insurance					
		CMI	%	Reliance	%	United of Omaha	%	United of Omaha Reduced Life	%	Reliastar	%
AGRICULTURE	497	424	85 %	0	0 %	469	94 %	28	6 %	0	0 %
ATTORNEY GENERAL	500	397	79 %	0	0 %	482	96 %	17	3 %	0	0 %
AUDITOR GENERAL	138	121	88 %	0	0 %	121	88 %	17	12 %	0	0 %
CIVIL RIGHTS	121	111	92 %	0	0 %	109	90 %	13	11 %	0	0 %
CIVIL SERVICE COMMISSION	179	167	93 %	0	0 %	172	96 %	7	4 %	0	0 %
COMMUNITY HEALTH	4,064	3,694	91 %	0	0 %	3,852	95 %	210	5 %	0	0 %
CORRECTIONS	16,269	15,273	94 %	0	0 %	15,757	97 %	506	3 %	0	0 %
EDUCATION	404	304	75 %	0	0 %	379	94 %	24	6 %	0	0 %
ENVIRONMENTAL QUALITY	1,345	1,183	88 %	0	0 %	1,249	93 %	95	7 %	0	0 %
EXECUTIVE OFFICE	44	16	36 %	0	0 %	35	80 %	9	20 %	0	0 %
HISTORY ARTS AND LIBRARIES	199	160	80 %	0	0 %	182	91 %	17	9 %	0	0 %
HUMAN SERVICES	9,890	9,048	91 %	1	0 %	9,377	95 %	511	5 %	0	0 %
INFORMATION TECHNOLOGY	1,668	1,401	84 %	39	2 %	1,579	95 %	87	5 %	35	2 %
LABOR & ECONOMIC GROWTH	3,802	3,310	87 %	1	0 %	3,565	94 %	232	6 %	3	0 %
MANAGEMENT & BUDGET	962	880	91 %	1	0 %	912	95 %	48	5 %	1	0 %
MILITARY AFFAIRS	924	793	86 %	0	0 %	889	96 %	33	4 %	0	0 %
NATURAL RESOURCES	1,667	1,450	87 %	0	0 %	1,581	95 %	84	5 %	0	0 %
STATE	1,489	1,332	89 %	0	0 %	1,413	95 %	76	5 %	0	0 %
STATE POLICE	2,685	2,527	94 %	1,644	61 %	2,519	94 %	113	4 %	1,644	61 %
STRATEGIC FUND	180	158	88 %	0	0 %	170	94 %	10	6 %	0	0 %
TRANSPORTATION	2,920	2,563	88 %	0	0 %	2,759	94 %	158	5 %	0	0 %
TREASURY	1,517	1,330	88 %	0	0 %	1,430	94 %	84	6 %	0	0 %
STATEWIDE TOTALS:	51,464	46,642	91 %	1,686	3 %	49,001	95 %	2,379	5 %	1,683	3 %

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or on workers compensation in primary positions only.

**STATE CLASSIFIED EMPLOYEE
VACATION, HOLIDAY, AND SICK LEAVE PAY
AS A PERCENTAGE OF BASE PAYROLL
Fiscal Years 2003-04 through 2007-08**

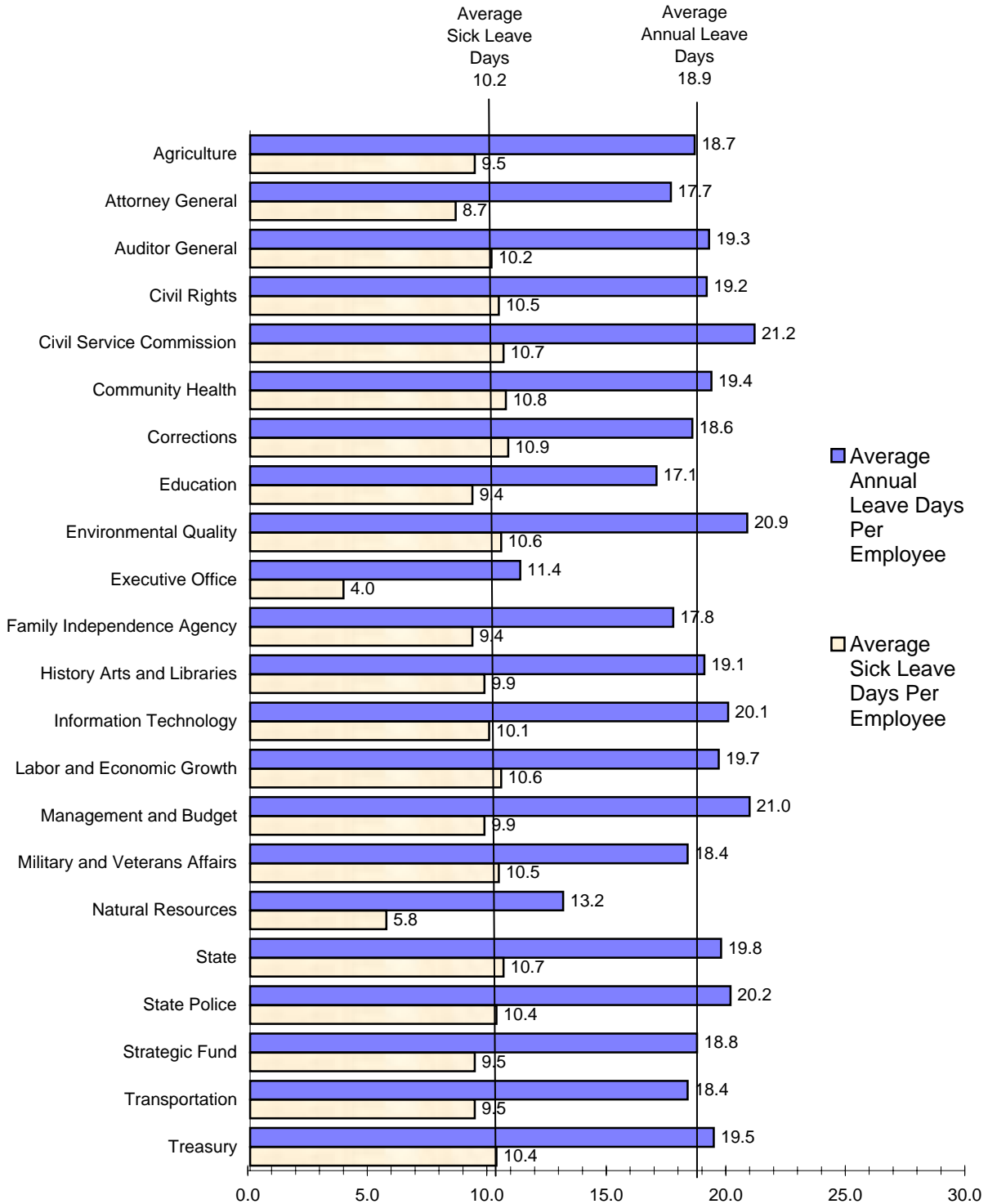
	2003-04	2004-05	2005-06	2006-07	2007-08
VACATION	8.8 %	9.9 %	8.9 %	8.2 %	7.8 %
HOLIDAY	4.6	4.6	4.6	5.0	4.6
SICK LEAVE	4.0	4.1	4.0	4.2	4.0
TOTAL	17.4 %	18.6 %	17.4 %	17.4 %	16.5 %

Note: Base payroll consists of all salary and wages, overtime, compensatory time, deferred hours, annual leave, and sick leave paid during the fiscal year. In FY1993-94, personal leave and school leave paid as well as lump sum payments and annual longevity payments were added to the Base Payroll Figure. Vacation is a combination of annual leave and personal leave used.

Source: MAIN DAFR6940 191OFBD YER#7 (11/21/08)

ANNUAL LEAVE AND SICK LEAVE USAGE BY DEPARTMENT

Fiscal Year 2007-08



Note: Beginning in FY 2004, the calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to FY 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

The totals provided in this report reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007.

**STATE CLASSIFIED EMPLOYEE
AVERAGE SICK LEAVE AND ANNUAL LEAVE USAGE
Fiscal Year 2007-08**

DEPARTMENT	AVERAGE SICK LEAVE DAYS PER EMPLOYEE	AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE	TOTAL AVERAGE DAYS PER EMPLOYEE
Agriculture	9.5	18.7	28.2
Attorney General	8.7	17.7	26.4
Auditor General	10.2	19.3	29.5
Civil Rights	10.5	19.2	29.7
Civil Service Commission	10.7	21.2	31.9
Community Health	10.8	19.4	30.2
Corrections	10.9	18.6	29.5
Education	9.4	17.1	26.5
Environmental Quality	10.6	20.9	31.5
Executive Office	4.0	11.4	15.4
Family Independence Agency	9.4	17.8	27.2
History Arts and Libraries	9.9	19.1	29.0
Information Technology	10.1	20.1	30.2
Labor and Economic Growth	10.6	19.7	30.3
Management and Budget	9.9	21.0	30.9
Military and Veterans Affairs	10.5	18.4	28.9
Natural Resources	5.8	13.2	19.0
State	10.7	19.8	30.5
State Police	10.4	20.2	30.6
Strategic Fund	9.5	18.8	28.3
Transportation	9.5	18.4	27.9
Treasury	10.4	19.5	29.9
STATEWIDE AVERAGE	10.2	18.9	29.1

Note: Beginning in FY 2004, the calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to FY 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

The totals provided in this report reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007.

Source: HWF28 and HWF31

**STATE CLASSIFIED EMPLOYEE
SICK LEAVE USAGE COMPARISON
(Average Days Per Employee)**

Fiscal Years 2003-04 through 2007-08

DEPARTMENT	2003-04	2004-05	2005-06	2006-07	2007-08
Agriculture	7.7	8.2	8.3	9.7	9.5
Attorney General	8.0	8.2	9.3	9.8	8.7
Auditor General	10.2	9.3	8.8	9.3	10.2
Career Development	9.2	--	--	--	--
Civil Rights	8.1	9.5	10.7	11.2	10.5
Civil Service Commission	9.8	10.6	11.9	11.6	10.7
Community Health	10.2	10.2	10.4	11.4	10.8
Consumer and Industry Services	9.1	--	--	--	--
Corrections	11.5	11.7	11.5	11.9	10.9
Education	7.5	8.3	8.9	8.9	9.4
Environmental Quality	9.0	8.9	9.6	10.3	10.6
Executive Office	4.5	4.7	4.7	5.8	4.0
History Arts and Libraries	9.8	10.2	9.5	9.6	9.4
Human Services	10.1	7.6	10.3	10.9	9.9
Information Technology	9.0	10.0	9.5	10.1	10.1
Labor and Economic Growth	6.7	9.4	9.9	10.8	10.6
Management and Budget	8.8	9.4	9.3	10.2	9.9
Military and Veterans Affairs	10.4	11.4	10.4	10.5	10.5
Natural Resources	7.0	5.2	5.8	6.2	5.8
State	9.5	9.9	9.9	10.5	10.7
State Police	9.2	9.4	9.7	10.7	10.4
Strategic Fund	--	--	--	9.5	9.5
Transportation	8.2	8.6	9.0	9.8	9.5
Treasury	9.2	9.7	9.7	10.2	10.4
STATEWIDE AVERAGE	10.0	10.1	10.2	10.8	10.2

Note: Beginning in FY 2004, the calculation of leave usage is based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to FY 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

The totals provided in this report reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007.

Source: HWF28, for the last full pay period in each fiscal year.

SICK LEAVE USAGE ANALYSIS BY DEPARTMENT

From Pay Period Ending: 10/6/2007 Through Pay Period Ending: 09/20/2008

Department Name	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
AGRICULTURE	535	40,519.3	75.7	9.5
ATTORNEY GENERAL	553	38,637.7	69.9	8.7
AUDITOR GENERAL	147	11,952.0	81.3	10.2
CIVIL RIGHTS	132	11,048.2	83.7	10.5
CIVIL SERVICE COMMISSION	566	48,375.8	85.5	10.7
COMMUNITY HEALTH	4,481	386,099.4	86.2	10.8
CORRECTIONS	17,322	1,516,392.7	87.5	10.9
EDUCATION	427	32,130.9	75.2	9.4
ENVIRONMENTAL QUALITY	1,421	120,625.7	84.9	10.6
EXECUTIVE OFFICE	51	1,627.9	31.9	4.0
HISTORY ARTS AND LIBRARIES	234	17,591.4	75.2	9.4
HUMAN SERVICES	10,715	848,075.6	79.1	9.9
INFORMATION TECHNOLOGY	1,781	144,279.7	81.0	10.1
LABOR & ECONOMIC GROWTH	4,121	350,661.5	85.1	10.6
MANAGEMENT & BUDGET	1,002	79,142.6	79.0	9.9
MILITARY AFFAIRS	1,039	86,864.8	83.6	10.5
NATURAL RESOURCES	2,344	108,437.1	46.3	5.8
STATE	1,663	141,999.7	85.4	10.7
STATE POLICE	2,746	228,553.7	83.2	10.4
STRATEGIC FUND	201	15,231.0	75.8	9.5
TRANSPORTATION	3,232	246,016.8	76.1	9.5
TREASURY	1,628	135,527.9	83.2	10.4
STATEWIDE	56,341	4,609,791.4	81.8	10.2

Note: Beginning in FY2004, the calculation of leave usage was based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Leave use averages do not include leave balances paid at separation. Prior to 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

The totals provided in this report reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007.

ANNUAL LEAVE AND DEFERRED HOURS USAGE ANALYSIS BY DEPARTMENT

From Pay Period Ending: 10/6/2007 Through Pay Period Ending: 09/20/2008

ANNUAL LEAVE

DEFERRED HOURS

Department Name	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee	Number of Employees	Fiscal Year Total Hours Used	Average Hours Per Employee	Average Days Per Employee
AGRICULTURE	535	80,243.2	150.0	18.7	535	2,227.6	4.2	0.5
ATTORNEY GENERAL	553	78,444.8	141.9	17.7	553	1,904.4	3.4	0.4
AUDITOR GENERAL	147	22,694.5	154.4	19.3	147	671.4	4.6	0.6
CIVIL RIGHTS	132	20,306.5	153.8	19.2	132	437.9	3.3	0.4
CIVIL SERVICE COMMISSION	566	95,856.8	169.4	21.2	566	2,155.9	3.8	0.5
COMMUNITY HEALTH	4,481	697,027.1	155.6	19.4	4,481	16,936.7	3.8	0.5
CORRECTIONS	17,322	2,571,009.0	148.4	18.6	17,322	68,962.4	4.0	0.5
EDUCATION	427	58,484.1	137.0	17.1	427	1,304.0	3.1	0.4
ENVIRONMENTAL QUALITY	1,421	238,138.1	167.6	20.9	1,421	7,234.4	5.1	0.6
EXECUTIVE OFFICE	51	4,638.7	91.0	11.4	51	42.0	0.8	0.1
HISTORY ARTS AND LIBRARIES	234	33,243.4	142.1	17.8	234	895.9	3.8	0.5
HUMAN SERVICES	10,715	1,633,139.4	152.4	19.1	10,715	36,884.3	3.4	0.4
INFORMATION TECHNOLOGY	1,781	286,081.2	160.6	20.1	1,781	6,128.2	3.4	0.4
LABOR & ECONOMIC GROWTH	4,121	649,554.7	157.6	19.7	4,121	15,589.1	3.8	0.5
MANAGEMENT & BUDGET	1,002	168,191.5	167.9	21.0	1,002	4,301.6	4.3	0.5
MILITARY AFFAIRS	1,039	153,134.9	147.4	18.4	1,039	4,590.7	4.4	0.6
NATURAL RESOURCES	2,344	246,978.4	105.4	13.2	2,344	6,682.6	2.9	0.4
STATE	1,663	263,293.2	158.3	19.8	1,663	5,731.6	3.4	0.4
STATE POLICE	2,746	444,756.6	162.0	20.2	2,746	13,129.4	4.8	0.6
STRATEGIC FUND	201	30,155.5	150.0	18.8	201	409.8	2.0	0.3
TRANSPORTATION	3,232	476,023.7	147.3	18.4	3,232	10,310.8	3.2	0.4
TREASURY	1,628	253,709.6	155.8	19.5	1,628	5,404.1	3.3	0.4
STATEWIDE	56,341	8,505,104.9	151.0	18.9	56,341	211,934.8	3.8	0.5

Note: Beginning in FY2004, the calculation of leave usage was based on the number of classified employees who were active during the fiscal year including those who separated during the fiscal year. Employees with non-career status codes are excluded from the report. Banked leave hours used are included in the deferred hours used calculation. Leave use averages do not include leave balances paid at separation. Prior to 2003-04, leave usage was calculated based on the number of employees who used leave during the year, including those who separated during the fiscal year. It did not include leave balances paid off at separation.

The totals provided in this report reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007.

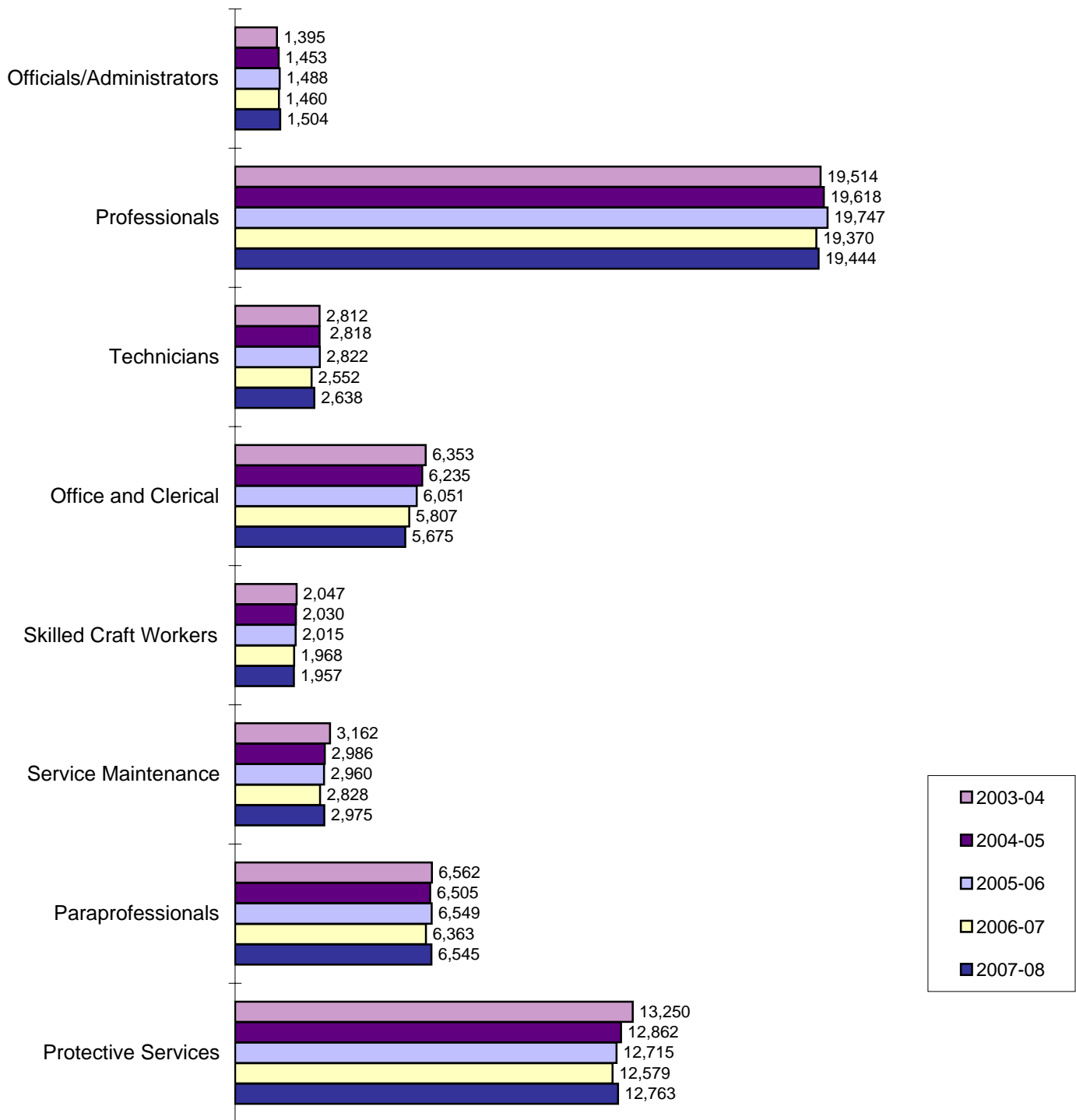
Age Distribution for Classified Employees by Department
Pay Period Ending: September 20, 2008

Department	19 & Under	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70 & Over	Total
AGRICULTURE	4	25	22	46	41	61	105	117	79	37	9	3	549
ATTORNEY GENERAL	0	5	31	40	58	59	68	95	92	42	10	0	500
AUDITOR GENERAL	2	7	16	19	21	24	22	18	9	3	1	0	142
CIVIL RIGHTS	0	2	8	14	14	13	16	13	29	13	0	0	122
CIVIL SERVICE COMMISSION	2	10	18	40	41	68	103	131	84	37	5	1	540
COMMUNITY HEALTH	13	82	179	233	295	378	644	1,076	806	288	80	8	4,082
CORRECTIONS	7	263	827	1,569	2,542	2,815	3,001	2,724	1,719	538	80	15	16,100
EDUCATION	1	9	25	25	30	35	39	94	93	47	7	1	406
ENVIRONMENTAL QUALITY	4	19	57	121	135	133	247	305	248	77	13	3	1,362
EXECUTIVE OFFICE	1	11	7	7	5	1	7	3	1	2	1	1	47
HISTORY ARTS AND LIBRARIES	14	21	13	11	23	38	27	40	50	17	2	1	257
HUMAN SERVICES	0	115	638	939	1,042	997	1,202	2,201	1,916	652	106	26	9,834
INFORMATION TECHNOLOGY	9	42	69	120	179	222	311	377	286	98	20	2	1,735
LABOR & ECONOMIC GROWTH	18	99	235	308	344	371	548	804	727	351	60	27	3,892
MANAGEMENT & BUDGET	5	27	55	55	99	107	145	234	195	50	9	0	981
MILITARY AFFAIRS	7	25	51	69	97	112	180	186	169	53	9	4	962
NATURAL RESOURCES	192	362	195	234	257	222	311	400	321	153	83	57	2,787
STATE	5	57	92	102	145	179	269	378	301	91	16	2	1,637
STATE POLICE	0	49	148	349	545	546	421	372	174	55	7	3	2,669
STRATEGIC FUND	2	16	10	15	12	25	31	56	33	23	10	7	240
TRANSPORTATION	32	211	244	284	343	419	481	553	399	149	20	9	3,144
TREASURY	5	32	107	116	153	172	279	303	244	88	17	4	1,520
Statewide Total:	323	1,489	3,047	4,716	6,421	6,997	8,457	10,480	7,975	2,864	565	174	53,508
Average Age:	19.1	22.7	27.8	32.6	37.6	42.6	47.5	52.5	57.2	61.8	66.8	74.2	45.9

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career, in primary positions only.

The totals provided in this report reflect the consolidation of human resources staff into the Civil Service Commission under Executive Order 2007-30, effective August 26, 2007.

EMPLOYMENT TREND OF JOB CATEGORIES
Fiscal Years 2003-04 through 2007-08

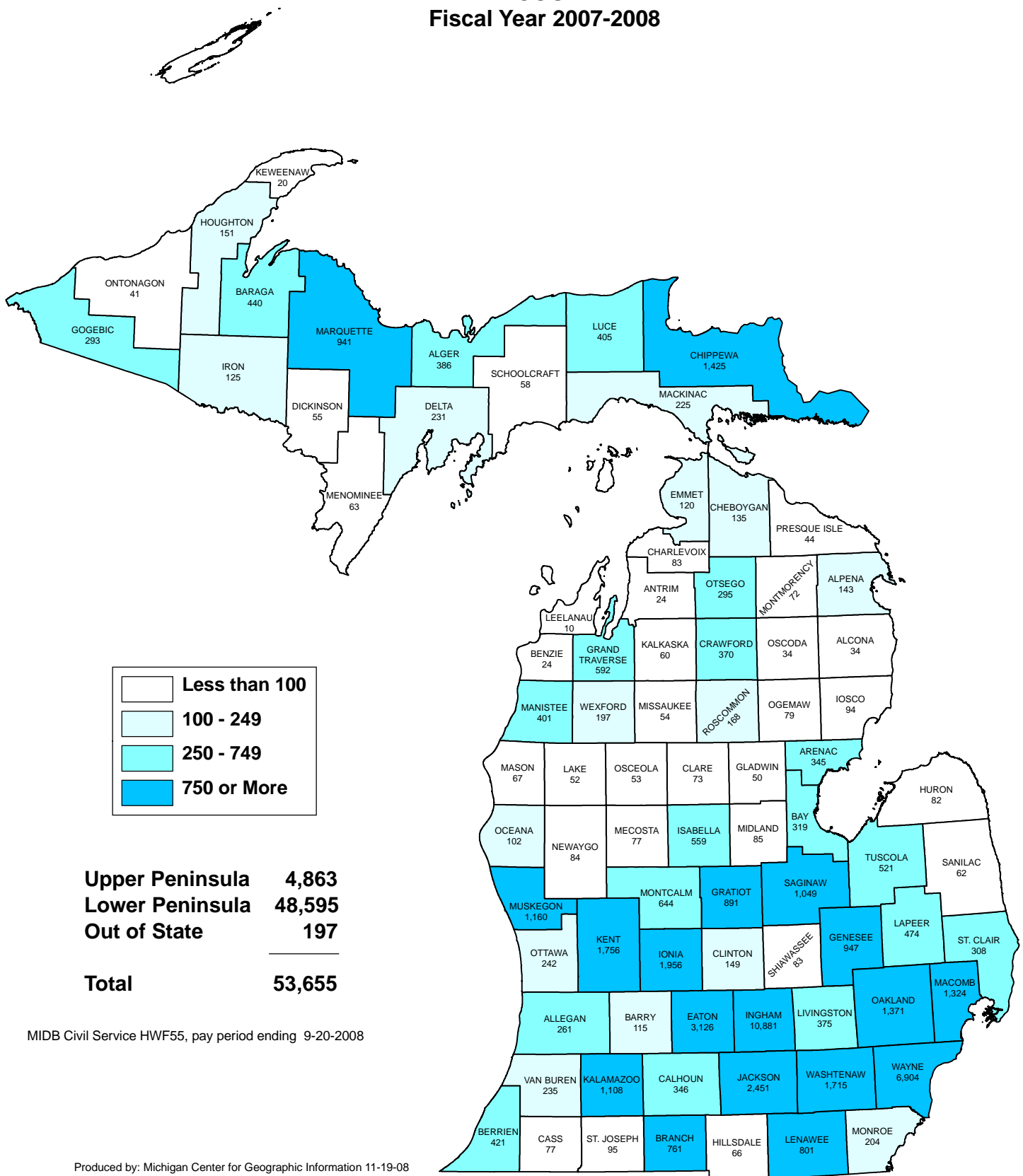


2007-08 Grand Total: 53,501

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

Source: HWF27 for the last full pay period in each fiscal year

Graph 2-5



ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Pay Period Ending Date: September 20, 2008

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	11	23	34
ALGER	380	6	386
ALLEGAN	200	61	261
ALPENA	120	23	143
ANTRIM	21	3	24
ARENAC	335	10	345
BARAGA	418	22	440
BARRY	86	29	115
BAY	276	43	319
BENZIE	21	3	24
BERRIEN	368	53	421
BRANCH	748	13	761
CALHOUN	328	18	346
CASS	71	6	77
CHARLEVOIX	21	62	83
CHEBOYGAN	76	59	135
CHIPPEWA	1,340	85	1,425
CLARE	50	23	73
CLINTON	116	33	149
CRAWFORD	259	111	370
DELTA	197	34	231
DICKINSON	47	8	55
EATON	2,958	168	3,126
EMMET	76	44	120
GENESEE	809	138	947
GLADWIN	43	7	50
GOGEBIC	276	17	293
GRAND TRAVERSE	536	56	592
GRATIOT	878	13	891
HILLSDALE	61	5	66
HOUGHTON	113	38	151
HURON	36	46	82
INGHAM	9,833	1,048	10,881
IONIA	1,919	37	1,956
IOSCO	53	41	94
IRON	112	13	125
ISABELLA	525	34	559
JACKSON	2,365	86	2,451
KALAMAZOO	989	119	1,108
KALKASKA	55	5	60
KENT	1,601	155	1,756
KEWEENAW	1	19	20
LAKE	47	5	52
LAPEER	443	31	474
LEELANAU	3	7	10

ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Pay Period Ending Date: September 20, 2008

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LENAWEE	758	43	801
LIVINGSTON	323	52	375
LUCE	382	23	405
MACKINAC	129	96	225
MACOMB	1,172	152	1,324
MANISTEE	371	30	401
MARQUETTE	873	68	941
MASON	36	31	67
MECOSTA	72	5	77
MENOMINEE	42	21	63
MIDLAND	80	5	85
MISSAUKEE	49	5	54
MONROE	164	40	204
MONTCALM	631	13	644
MONTMORENCY	55	17	72
MUSKEGON	1,096	64	1,160
NEWAYGO	76	8	84
OAKLAND	1,164	207	1,371
OCEANA	54	48	102
OGEMAW	57	22	79
ONTONAGON	23	18	41
OSCEOLA	51	2	53
OSCODA	29	5	34
OTSEGO	252	43	295
OTTAWA	171	71	242
OUT OF STATE	43	5	48
PRESQUE ISLE	15	29	44
ROSCOMMON	129	39	168
SAGINAW	1,013	36	1,049
SANILAC	51	11	62
SCHOOLCRAFT	37	21	58
SHIAWASSEE	78	5	83
ST CLAIR	243	65	308
ST JOSEPH	88	7	95
TUSCOLA	483	38	521
VAN BUREN	191	44	235
WASHTENAW	1,651	64	1,715
WAYNE	6,554	350	6,904
WEXFORD	160	37	197
WORK AT HOME - MI	826	62	888
Grand Total:	48,893	4,762	53,655

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.